

PRIME MINISTER

Family Policy Group

Attached is the summary of the proposals made during the two meetings of the Family Policy Group which you commissioned from the CPRS. The paper is a very useful summary of ideas which have been floated and could form the agenda for the next meeting which we plan for mid November. I understand that Ferdie Mount is preparing a paper suggesting the three or four areas on which the Group might concentrate.

One of the relatively minor points mentioned in the CPRS summary is that of the case for direct entry recruitment to senior officer ranks in the police (proposal 4.2.2.). I understand that the Home Secretary considers this to be a complete non-starter. Indeed he thinks that Chief Constables would be likely to be seriously concerned if we were seen to be considering it. I suspect in any event the Group is not really an appropriate forum for the consideration of a highly specific proposal of that kind.

Tf.

1 October 1982

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10 DOWNING STREET

*From the Private Secretary*

1 October 1982

Dear Colin,

BFI  
I am writing to confirm that the next meeting of the Family Policy Group will be at 1430 on 8 November at No.10 and to ask recipients of this letter to note that in addition to the members of the Group, papers should be copied to the Private Secretaries to the Secretaries of State for Scotland and Wales who have expressed a wish to be kept informed of the Group's deliberations.

Copies of this letter go to John Kerr (HM Treasury), Imogen Wilde (Education), David Edmonds (Environment), Muir Russell (Scottish Office), Adam Peat (Welsh Office), Jonathan Spencer (Industry), Richard Bird (Transport), David Clark (DHSS), Barnaby Shaw (Employment), Keith Long (Chancellor of the Duchy of Lancaster's Office), Michael Gillespie (Timothy Raison's Office, Home Office), Richard Hatfield (Cabinet Office) and Gerry Spence (CPRS).

Yours ever,  
Tim Flesher

Timothy Flesher

Colin Walters, Esq.,  
Home Office.



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CABINET OFFICE  
*Central Policy Review Staff*

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From: John Sparrow

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Qa 06068

30 September 1982

Tim Flesher Esq  
No 10 Downing Street  
SW1

*Dear Tim*

Family Policy Group

In Michael Scholar's letter of 10 September to Peter Jenkins following the second meeting of the Family Policy Group, he reported that the Prime Minister had asked the CPRS to go through the papers which had been submitted to the meeting and to make a list of proposals for action. We have now completed this task; a copy of our list is enclosed.

We have tried to be as comprehensive as possible. Our list therefore includes not only those proposals which appear in the papers submitted for the 10 September meeting, but also those in Mr Mount's original paper on Renewing the Values of Society and others which emerged at the meeting.

As you will see, we have classified the proposals under six headings -

- (1) Children, their Families and their Schools
- (2) Restoring Responsibility and Choice of the Individual
- (3) Caring for the Elderly
- (4) Law and Order
- (5) Equality of Opportunity
- (6) Work and Unemployment

For each proposal, we have identified its origin and have indicated the Department(s) which appear(s) to us to be most directly concerned with it. We have also distinguished between new proposals which stem directly



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from the work of the Group (labelled 'A'), and those which have been or will be pursued independently of it, either interdepartmentally or within particular Departments. (labelled 'B').

I am sending copies of this letter and enclosure to John Halliday (Home Office), Margaret O'Mara (HM Treasury), Imogen Wilde (DES), David Edmonds (DOE), Jonathan Spencer (DoI), Richard Bird (D. Transport), David Clark (DHSS), Barnaby Shaw (D. Employment), Keith Long (Chancellor of the Duchy of Lancaster's Office) and Richard Hatfield (Cabinet Office).

*Yours ever*

G B Spence  
Private Secretary

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FAMILY POLICY GROUP

PROGRAMME OF ACTION

Note by the Central Policy Review Staff

At the first meeting of the Family Policy Group held on 20 July, the Prime Minister invited members to prepare papers describing what was already being done to meet the objectives of the Group and making suggestions, not necessarily limited to their Departmental responsibilities, for further action. These papers were discussed at the Group's second meeting on 20 July at the end of which the Prime Minister asked the CPRS to go through the papers and to prepare a complete list of proposals for action. (Attached).

2. The objective of the Family Policy Group is to identify, and to seek ways of counteracting, those factors which tend to undermine, or even prohibit, the exercise of personal responsibility and a sense of individual self-respect. As such, the Group's remit is far reaching and a large number of the Government's present policies and programmes are relevant to it.

3. It is, however, not the intention of the Group to duplicate work which is already in hand in Whitehall. For this reason, the list attached distinguishes between new proposals which stem directly from the work of the Group [labelled 'A'] and proposals which have been or will be pursued independently of it, either interdepartmentally or within particular Departments [labelled 'B'].

Monitoring Progress

4. The Prime Minister has said that the Group would meet again in, say, November to monitor progress. It may be assumed that that meeting will wish to review the proposals on the attached list with a view to considering the relevance of each to the objectives of the Group and to establishing priorities for further action.

Cabinet Office

30 September 1982

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FAMILY POLICY GROUPSUMMARY OF PROPOSALS FOR ACTION

The following is a summary of the proposals for action put forward by members of the Family Policy Group in the papers submitted for consideration by the Group at its meeting on 10 September and/or at that meeting. Proposals labelled 'A' are those which stem directly from the work of the Group; proposals labelled 'B' are those which have been or will be pursued independently of it either interdepartmentally or within particular Departments.

NOTE: The initials after each proposal refer to its origin, as follows: GH = Chancellor of the Exchequer; KJ = Secretary of State for Education and Science; MH = Secretary of State for the Environment; PJ = Secretary of State for Industry; DH = Secretary of State for Transport; NF = Secretary of State for Social Services; NT = Secretary of State for Employment; TR = Minister of State, Home Office (Mr Raison); JS = Head of the CPRS (Mr Sparrow); FM = Mr Mount (No. 10 Policy Unit); CPRS = Memorandum by CPRS dated 9 September. '10/9' indicates proposals which emerged at the meeting of the Group on 10 September.

<u>PROPOSAL</u>	<u>DEPT(s)</u>	<u>STATUS</u>	<u>COMMENTS</u>
1. <u>CHILDREN, THEIR FAMILIES AND THEIR SCHOOLS</u>			
1.1 <u>Taxation/benefits and care of children</u>			
1.1.1. Encourage mothers to stay at home (DH, NT) by at least removing fiscal discrimination against them (GH, JS).	Tsy/Revenue	A	GH hopes to circulate to E in October a paper on the Government's response to the Green Paper on Husband and Wife. To the extent that this paper, and the discussion, does not cover all the particular suggestions noted in Section 1.1 they will be pursued separately.
1.1.2. Make tax/benefit system more oriented towards the family (DH, PJ), e.g. by more generous child benefit, more permanent help for widows responsible for households or in other ways (10/9).	Tsy/DHSS	A	
1.2.3. Notwithstanding 1.1.1., consider incentives for adequate child care for working parents through tax/benefit system (JS).	Tsy/Revenue/ DHSS	A	
1.2. <u>Parental rights and responsibilities</u>			
1.2.1. Encourage more parental involvement in schools (e.g. through parent governors and in other ways), pre-school playgroups, holiday activities (KJ, NF, FM).	DES/DHSS	B	

<u>PROPOSAL</u>	<u>DEPT(s)</u>	<u>STATUS</u>	<u>COMMENTS</u>
<u>Parental rights and responsibilities (Cont'd.)</u>			
1.2.2. Introduce education voucher system (KJ, GH, FM), thereby facilitating the setting up by parents of their own schools.	DES + DOE, Tsy	B	See also 2.6. Proposals to be produced shortly by KJ.
1.3. <u>Training Children</u>			
1.3.1. Bring together facts about influences on children - including parents, peer group, television, schools, etc. - to assess relative importance and implications for policy (CPRS).	CPRS	A	
1.3.2. Make curriculum more geared to industrial needs; in particular, give more encouragement to 3 Rs, logic and civics (KJ, FM, JS) and informational and other advanced technology (GH).	DES (CPRS)	B	
1.3.3. Provide preparation for marriage and parenthood (to parallel preparation for work) in schools, etc. (NF, JS).	DES/DHSS	A	KJ to consider the need for a meeting.
1.3.4. Consolidate and extend use of surrogate families, e.g. "homeline", "homestart", other voluntary schemes. (NF).	DHSS	A	
1.4. <u>Authority within schools</u>			
1.4.1. Enhance training of teachers to include classroom management, staff college training for heads, etc. (KJ, FM, JS).	DES	B	
1.4.2. Seek ways to tackle truancy early (GH)	DES +	A	

<u>PROPOSAL</u>	<u>DEPT(s)</u>	<u>STATUS</u>	<u>COMMENTS</u>
<u>Authority within schools (Cont'd.)</u>			
1.4.3. Encourage schools with "clear moral base", e.g. parochial schools (GH).	DES	A	
1.4.4. Increase the authority of head teachers; e.g. give them the power to dismiss bad teachers. Consider hiring teachers on five year contracts only (KJ).	DES	A	Links with delegation of power in the workplace (6.1.3.)
1.5. <u>Schools in the community</u>			
1.5.1. Open up and make more use of schools and their recreation facilities outside school hours (e.g. to help deter vandalism and occupy "latch key" kids) (MH, TR, FM). To this end, reduce restrictive powers of employees in schools, especially caretakers (KJ, 10/9).	DES	A	
2. <u>RESTORING RESPONSIBILITY AND CHOICE TO THE INDIVIDUAL</u>			
2.1. <u>The role of the professional</u>			
2.1.1. Examine the extent to which professionals, such as social workers, teachers, doctors, architects tend to undermine individual responsibility (CPRS). Need to return to the individual consumer the power to make his own choices (10/9).	CPRS	A	
2.2. <u>The face of Government</u>			
2.2.1. Examine ways to ensure that individual's contact with state bureaucracies does not erode responsibility and self respect, e.g. through training, regulations for staff and decentralisation (CPRS).	CPRS + DHSS	A	



<u>PROPOSAL</u>	<u>DEPT(s)</u>	<u>STATUS</u>	<u>COMMENTS</u>
2.3. <u>Encourage private provision of social needs</u>			
2.3.1. Encourage voluntary contributions to both state and voluntarily provided services aimed at meeting social needs (GH, TR), e.g. by permitting PAYE deductions for charitable purposes.	HO/Tsy/ Revenue	A	
2.3.2. Encourage close involvement of private business sector in local community e.g. by shared cost schemes, local campaigns and initiatives to encourage enterprise, community service and environmental improvement (GH).	DOI/DOE	B	
2.3.3. Limit social security and social services to those in real need (JS).	DHSS/Tsy	A	
2.4. <u>Housing</u>			
2.4.1. Extend home ownership, including low cost measures, e.g. right to buy, homesteading (MH, et al).	DOE	B	See also 6.2.2.
2.4.2. Make public sector management more locally based and consider tenant's rights to involvement (MH, CPRS, FM et al).	DOE	B	
2.5. <u>Saving and financial responsibility</u>			
2.5.1. Pensions: better disclosure of accounts of pension funds to facilitate member involvement in their management (GH); enable individuals to have more responsibility for own pensions (JS).	CPRS/DHSS/ Tsy	B	
2.5.2. Improve incentives for personal saving: encourage "unbanked" to bank (GH); remove tax bias against unearned income (DH); encourage banks and schools to look for further ways to promote savings; DNS role; train people to manage their money better (GH, FM).	Tsy/Revenue	B	

<u>PROPOSAL</u>	<u>DEPT(s)</u>	<u>STATUS</u>	<u>COMMENTS</u>
2.6. <u>Other measures for increasing individual choice</u>			
2.6.1. There are a number of studies in hand aimed at increasing individual choice, e.g. the voucher system for education, student loans.	DES, Tsy, DHSS	B	Work already in hand on all these issues.
2.6.2. More contracting out and privatisation of parts of the public sector.	Tsy and other relevant Depts.	B	
2.6.3. Plainer rights for more private enterprise and competition in bus services; and for more flexible and varied forms of transport.	DTp	B	
3. <u>CARING FOR THE ELDERLY</u>			
3.1.1. Examine scope for reducing a range of disincentives facing people who might wish to look after elderly relatives - housing, fiscal, material (CPRS).	CPRS/DHSS/ DOE/Tsy/ Revenue	A	
3.1.2. Adjust tax and benefit allowances to see if families looking after their elderly might be better rewarded (NT, JS, 10/9).	DHSS/Revenue	A	Meeting (10/9) commissioned paper from DHSS to bring forward proposals for action.
3.1.3. Give more emphasis and encouragement to community based services; e.g. counselling, day, short-term and night care, "adopt-a-granny" scheme etc. (NF).	DHSS	B	
4. <u>LAW AND ORDER</u>			
4.1. <u>Preventing Crime</u>			
4.1.1. Make parents responsible for some of the anti-social behaviour of their children (GH, TR).	HO	B	To be considered in the light of the enactment of the Criminal Justice Bill which makes provisions to this effect.

<u>PROPOSAL</u>	<u>DEPT(s)</u>	<u>STATUS</u>	<u>COMMENTS</u>
<u>Preventing Crime (Cont'd.)</u>			
4.1.2. Consider whether benefit payment arrangements (fortnightly payment; inflexibility) encourage crime (TR).	DHSS/HO/ Tsy	B	DHSS/HO are in touch about this matter.
4.1.3. Bring together evidence by Prof. Rutter and others on the relationship between crime and social factors, e.g. unemployment. (10/9).	HO	B	Already in hand in the inter-departmental group under Sir B Cubbon.
4.1.4. Consider the possibility of further voluntary action to combat vandalism. (JS).	HO	B	As for 4.1.3.
4.2. <u>The Police</u>			
4.2.1. Strengthen respect for police, through better training, vigorous pursuit of alleged corruption. (JS).	HO	B	
4.2.2. Consider case for "direct entry" recruitment to senior officer rank. (JS).	HO	A	
4.3. <u>Dealing with Offenders</u>			
4.3.1. Extend community work for certain offenders (FM, GH); expand Intermediate Treatment (NF).	HO/DHSS	B	
4.4. <u>The 'moral' environment</u>			
4.4.1. Consider desirability of more active Government role in dealing with pornography, sex shops, violence on television and in the press. (JS).	HO	A	

<u>PROPOSAL</u>	<u>DEPT(s)</u>	<u>STATUS</u>	<u>COMMENTS</u>
5. <u>EQUALITY OF OPPORTUNITY</u>			
5.1.1. Publicise success stories of immigrants who have made good: Government encouragement of immigrant behaviour in accordance with philosophy of self-reliance, e.g. Asian corner shops (10/9).	HO	A	
5.1.2. Consider the case for a review of the effectiveness of the CRE and EOC in promoting equality of opportunity. (JS).	HO	A	Report back on case for review.
6. <u>WORK AND UNEMPLOYMENT</u>			
6.1. <u>Responsibility at work</u>			
6.1.1. Encourage employee involvement through provision of information by management (DH, GH, CPRS).	DE	B	Waddington Group examining these subjects.
6.1.2. Encourage profit sharing (GH, JS, PJ).	Tsy/DE	A	
6.1.3. Entrepreneurship: "Buy-outs" (KJ); wide share ownership to reduce institutional advantages (money makers); encourage in tax field new and small businesses (GH, PJ); keep under review the impact of tax - CTT, CGT, CT and Stamp Duty - on family firms (PJ).	DOI/Tsy/ Revenue	B	MacGregor Group looking at small firms. Each of these items is kept under continuing review.
6.1.4. Delegation of management responsibility down the line e.g. more power to head teachers, heads of DHSS offices, local plants, etc. (FM, GH, CPRS).	Tsy/Relevant Depts.	A	See also 1.4.4. Pilot studies by DHSS are underway.
6.1.5. Union reform e.g. secret ballots, unrestricted right to participation in elections at all levels (GH).	DE/CPRS	B	DE will shortly be putting proposals to E.
6.1.6. Change the culture so that business, risk taking and wealth creation are more acceptable. (GH, PJ, NT).	DI	A	

<u>PROPOSAL</u>	<u>DEPT(s)</u>	<u>STATUS</u>	<u>COMMENTS</u>
6.2. <u>Unemployment</u>			
6.2.1. Remove hindrances to employment e.g. provide better work incentives (NT), lower tax at lower end (10/9), abolish wages councils, reduce regulatory burdens on small firms (NT).	Tsy/Revenue DE, DI	B	To be pursued in context of CPRS unemployment report. Future of Wages Councils to go to E shortly.
6.2.2. Encourage self help and self respect among the unemployed e.g. help to start businesses, co-operatives (GH), adult education, voluntary work, homesteading (CPRS).	DE/Tsy	B	To be pursued in context of CPRS unemployment report.
6.2.3. Focus on problems of unemployed family men e.g. arrange intermittent work (CPRS).	DE/Tsy	B	To be pursued in context of CPRS unemployment report.